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RUEHRI/AMCONSUL RIO DE JANEIRO 8825

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SUBJECT: ELO TEAM DVC "BROWN BAG" - BEST PRACTICE?

11. (U) Summary. Consulate General Sao Paulo's Entry-level Committee (ELC) held a series of digital video conferences with bureaus in Washington, D.C. on mid-level job opportunities. Participants described mid-level positions, key functions of each bureau, skills of successful candidates, and the expertise that employees gain in these positions. End Summary.

12. (U) On August 20, Sao Paulo's ELC sponsored digital video conferences regarding mid-level job opportunities in Washington, D.C. The Bureaus of Oceans, Environment and Science, Western Hemisphere Affairs, International Narcotics and Law Enforcement, and Intelligence and Research participated with Sao Paulo's fifteen ELOs. Office directors and FS-03 officers explained mid-level positions in each bureau and how they choose among candidates. They also described the skills FS-03 officers gain through these positions and which positions they choose afterwards. Each bureau also gave the ELOs a better sense of how the regional and functional bureaus work within the Department.

13. (U) Comment. Most ELOs have not had the benefit of serving in Washington and do not have the opportunity to attend brown bag lunches and other recruiting events in the Department. Sao Paulo's ELOs found that these video conferences effectively explained job options in Washington, D.C. The ELOs also appreciated the in-depth explanations of how regional bureaus and inter-functional bureaus work together. While second-tour officers immediately benefited from the conferences, first-tour officers found them useful in describing the skills that officers should acquire early for future success. We strongly recommend that other posts take advantage of DVC technology as a way of getting information out to ELO bidders serving abroad. Post greatly appreciates the assistance of OES, WHA, INL, and INR in this initiative. End Comment.

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